

TRANSMITTAL #6

MEMORANDUM

August 13, 2012

TO: Workforce Development Council

FROM: Roger B. Madsen, Director

SUBJECT: Submission of Idaho's Workforce Investment Act Title I/Wagner-Peyser Act Integrated, Five-Year Strategic Plan

ACTION REQUESTED: Recommend Approval of Idaho's WIA/W-P Five-Year Plan

BACKGROUND:

The Workforce Investment Act (WIA) of 1998, as amended, requires that the governor of each state submit a WIA Title I/Wagner-Peyser (W-P) Act State Plan to the U.S. Department of Labor that outlines a five-year strategy for its workforce investment system. States must have approved plans in place to receive formula allotments under WIA or financial assistance under W-P.

The previous planning cycle ended June 30, 2012 with the option for states to extend their existing plans through September 15, 2012. Idaho's WIA/W-P State Plan and approved waivers were extended through September 15, 2012 when a new five-year strategic plan must be submitted. A summary of the updates made to Idaho's Five-Year Strategic Plan is presented below.

Council Vision, Mission and Goals

In 2011 and in preparation for the 2012 planning period, Idaho led an all-partner, strategic planning session where the state's labor market information and economic specialists presented the council with the most current workforce, economic and industry trends, projections and analyses. The information was closely examined by the council and supported the development of the council's current vision, mission and goals (**Attachment A**) which have been fully integrated into the state's new WIA/W-P Five-Year Strategic Plan. The plan serves as the foundation for Idaho's service delivery strategies.

Council Task Force Implementation

Two key task forces have been created by the council designed to address two very specific needs within Idaho's Workforce Development System. These formalized activities organized under the council assure that the council, its members and One-Stop partners continue to be well-informed, actively engaged and are operating with unified forward momentum as they respond to the changing needs of Idaho's businesses and workforce.

1. **The Educational Attainment Task Force** – Is comprised of leadership in workforce development, education and industry as shown in **Attachment B**.
 - Goal: To increase training and educational attainment beyond high school.
 - Rationale:
 - Idaho must increase the pool of talent within the state to fuel innovation and economic competitiveness;
 - Increased education attainment improves the quality of life for Idahoans and drives a vibrant, diverse economy;
 - Idaho's increased education attainment must be responsive to businesses that will employ the workforce of the future;
 - It is imperative we commit to efficiently and effectively increase postsecondary degrees and certificate attainment; and
 - Rising educational attainment should change the projected trend lines to enhance economic development and job creation.
2. **Local Council Liaisons** – Are supported by the Idaho Department of Labor and currently comprised of regional business solutions specialists embedded in their local communities who routinely engage in collaborative efforts with workforce, education and industry partners across targeted sectors for the purpose of increasing employment opportunities throughout the state. The focus of this council task force is to identify and foster relationships with independent and locally organized economic, workforce and industry groups that are focused on efforts similar to the council's and the state's workforce development system. This task force will establish direct points of contact and a pipeline of communication directly to the council to:
 - Connect local and state efforts
 - Ensure the council is well informed of local activities, trends and needs, and
 - Ensure the council is serving the needs of local workforce and economic development efforts.

Service Delivery Strategies:

- **Increased Emphasis on Re-employment Services to Claimants and Accountability:**

The state has recently implemented operational changes to its Re-employment Eligibility Assistance (REA) program that targets Unemployment Insurance claimants by increasing the number of REA interviews conducted above and beyond the minimum requirements. REA interviews are one-on-one interviews designed to assess a claimant's job search efforts, provide job search guidance and connect claimants to One-Stop employment and training services.

The state is mandated to conduct REA interviews with any claimant who receives an extension to their UI benefits. By the end of 2012, Idaho anticipates the number of claimants requiring an REA interview to reach approximately 10,000. With additional funding received through a supplemental budget request, Idaho has set a goal to conduct an additional 6,700 interviews in an intensive effort to effectively reduce unemployment. Idaho is also increasing the accountability responsibilities for claimants. Unemployment Insurance benefits are denied when claimants do not schedule an interview or fail to report to a scheduled interview as required.

- **ES Governor's 10 Percent Funds:**

With the changing economic climate, the state has allocated the ES (Employment Service) Governor's 10 percent and Wagner-Peyser formula funds to support the Department of Labor's "Business Solutions" initiative to bolster outreach services to businesses. This initiative aligns workforce and education services to business needs and priorities by continuing with a "Sector Strategy" approach that:

- Targets key industries (health care, energy, advanced manufacturing and technology) in the state;
- Builds partnerships among businesses, education leaders and workforce development service providers;
- Identifies and addresses training needs of business by sector; and
- Leverages public and private resources.

Idaho has regionally designated business solution specialist leads and selected One-Stop staff trained as business consultants who coordinate with their regional lead and conduct local outreach to the business community, connect business to services and facilitate the connection between businesses and job seekers.

- **Focus on WIA Participants**

The state plan outlines various strategies to meet the needs of the people of Idaho. These strategies have increased participants served and improved delivery of those services through the One-Stop offices even as formula funding reductions occur.

- Priority of Service – The state has modified its Priority of Service process to ensure that eligible covered persons (qualified veterans and their eligible spouses) receive services before non-covered persons. The state plans to include the modified Priority of Service process in its overall Employment Services training plan for One-Stop staff.
- On-the-Job Training (OJT) – Over the past several years, the U.S. Department of Labor has strongly emphasized to states that OJT should be seen as a vital tool to help workforce program participants. Idaho's workforce system has incorporated this philosophy in its approach to meeting the needs of its participants by using OJT wherever possible, as evidenced through its twice-awarded OJT National Emergency Grant, state WIA Governor's Reserve-funded OJT project and the increase in formula-funded WIA OJT participants. Idaho will continue concentrating on implementing OJTs to benefit both participants and employers.
- Rapid Response – During the past program year, several large businesses laid off many Idaho workers. The workforce system rolled out its Rapid Response efforts, focusing on distributing the appropriate information and services to the workers in need. The union-affiliated layoffs required peer support specialists to assist. The Idaho Workers Opportunity Network helped immensely, not only training the peer support specialists but also assisting in the coordination of the Rapid Response events. Because of the large nature of the layoffs, the state obtained approximately \$3 million in National Emergency Grants for additional services to address worker needs.

- **Focus on Special Populations**

The state is strengthening its partnership with those critical to serving individuals with disabilities and the senior community through a variety of collaborative efforts as outlined in the state plan including:

- Department of Labor representation in the Employment First Consortium sponsored by the Idaho Council on Developmental Disabilities, the Idaho Interagency Council on Secondary Transition sponsored by the State Department of Education and the Idaho Employment Stakeholder Group sponsored by a variety of disability support agencies. Ad hoc committees also receive representation as needed. For example, a group was convened at the invitation of a state legislator to remove archaic and disrespectful disability language from Idaho law.
- The state has incorporated plans for administrative staff to convene at regular intervals with the Idaho Commission on Aging to stay informed about services, address potential service delivery needs, to implement automation enhancements to strengthen the knowledge base of staff within both organizations and to enhance the connection between the senior community and One-Stop and Aging services.

Budget Summary & Funding Strategy

WIA Formula funding is starting to increase slightly after several years of decline that started in PY2002. As reflected in **Attachment C**, PY2012 WIA Adult program allocations increased 14.59 percent, Youth program allocations increased 17.46 percent and Dislocated Worker program allocations increased 14.34 percent from PY2011. While this increase is advantageous to the state as we continue to recover from recession, formula funding levels are not keeping pace with the demand for employment and training services still needed by unemployed Idahoans in their efforts to return to the workforce.

In comparison, the unemployment rate currently sits at 7.7 percent - nearly double the rate of 2002, while WIA and W-P funds experienced an overall decline.

	2002	2012	Change
Unemployment Rate	5.4%	7.7%	+ 42%
WIA Adult Funds	\$4,280,568	\$3,566,489	- 17%
WIA Youth Funds	\$5,094,706	\$4,027,145	- 21%
WIA Dislocated Worker Funds	\$6,382,042	\$4,848,656	- 24%
W-P (Employment Service) Funds	\$6,754,153	\$6,347,555	- 6%

As we continue to experience the ebb and flow of funding we are utilizing the following strategies to maintain the highest level of service delivery possible to help Idahoans return to employment:

- **WIA Formula Funds/Governor's Reserve Funds**

A recent 10 percent reduction in Governor's Reserve Funds resulted in a reduction to the amount of money available for optional activities. The funds will continue to be utilized for basic administrative staff, including support to the consortium partner (as required to maintain the state's organizational structure), providing funding for Youth In Need

activities and offering additional support for the One-Stop system. The Department of Labor will also continue to provide research and necessary logistical support to Governor Otter's Health Professions Education Council. Governor's Reserve Funds will be used for mandatory and optional activities in PY2012 as follows:

Mandatory:

- A pool of approximately \$100,000 is made available to provide additional assistance to local areas with high concentrations of eligible youth, or Youth in Need, to carry out activities described in the Workforce Investment Act. Funds will continue to be distributed by policy and the approved allocation method establishing that half of the funds are distributed to regions with poverty rates for youth above the state average and the other half to be shared equally among the regions that expend at least 80 percent of their previous year's fund availability. The amount of funding available for these activities depends on congressional restoration of the Governor's Reserve Fund and is subject to change.

Optional – Based on Availability of Funds:

- Projects with approval from the executive committee, or other committee appointed by the chair that:
 - Are directed towards high-growth industries of alternative energy, health care, advanced manufacturing, or other demonstrated high-growth, high-wage industries.
 - Provide summer youth opportunities through the Idaho Youth Corps which include matching funds from any federal, state or local source.
- Support a small marketing budget or additional labor market research as needed to support council goals.
- Technology enhancements designed to improve service delivery to more effectively move WIA participants towards employment, including those currently receiving Unemployment Insurance benefits. This would be similar to the approach described in the proposal to use approximately \$200,000 of Governor's Reserve funds to:
 1. Realign processes to ensure WIA participants are more effectively connected to One-Stop services by developing staff training and upgrading the *IdahoWorks* automated labor exchange system, and
 2. Subscribe to Help Wanted Online for a one-year pilot.

Potential Impact of Sequestration

As defined by the Budget Control Act of 2011, a series of strict discretionary spending caps and cuts were imposed in exchange for raising the federal debt limit. Without congressional intervention, an across-the-board cut of nondefense discretionary programs will occur in January 2013. Nondefense discretionary funds represent a small and shrinking share of the federal budget but provide access to core services and programs that benefit all Americans including those comprising Idaho's Workforce Development System; career and technical education, housing

and social services and programs for education and job training such as Title 1 of the Workforce Investment Act.

Should sequestration take place, access to workforce development programs across the nation will be severely limited. According to the U.S. Department of Labor, the impact will be an across-the-board 7.8 percent reduction in federal operating grants. Given the variety of formulas used to allocate federal grants, it is impossible to be precise about the impact on Idaho specifically, but the impact could be more than 7.8 percent requiring a reduction of approximately 50 positions or more at the Idaho Department of Labor. The sequestration would also follow a likely decline in the Unemployment Insurance budget which coincides with a drop in UI workload, likely resulting in an overall reduction of 75 to 100 positions from the department's 2012 staffing levels. The department has managed widely fluctuating budgets for decades and is not totally unprepared for this eventuality. Nevertheless this type of reduction would have adverse effect on the department's service delivery strategies and would require re-evaluation of current priorities, processes and organizational structure as set forth in the state's plan.

Integration of Agricultural Outreach Stand-Alone Plan

- As required by the U.S. Department of Labor/Employment and Training Administration for PY2012, and previously approved by the council in PY2011 the state has fully integrated the Agricultural Outreach Plan defining services to migrant and seasonal farm workers (MSFWs) and performance targets into its WIA/W-P Five-Year Strategic Plan for 2012. In previous years, the outreach plan was submitted as a stand-alone plan. Its integration does not impact Idaho's current policies. It simply integrates the two documents.

Administrative Waivers

Federal planning guidelines stress that states should take advantage of flexibility provisions under current legislative authority to tailor service delivery and program design to fit the unique characteristics of their work forces. This is done by submitting a request for a waiver of compliance to administrative rules or program requirements. As part of the planning process, the Workforce Development Council is required to review and approve the state's proposed administrative waivers as identified in **Attachment D**. The council may also request additional waivers to enhance the state's service delivery and performance outcomes.

State Performance Targets

The state's proposed WIA/W-P performance targets are outlined in **Attachment E**. Negotiation of these performance targets will commence with the U.S. Department of Labor/Employment and Training Administration upon submission of the state's WIA/W-P Five-Year Strategic Plan in September, 2012.

STAFF RECOMMENDATION:

To approve Idaho's Workforce Investment Act/Wagner-Peyser Five-Year Strategic Plan.

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	Secondary	Pamela Pearson	(208) 332-3570 x3325

Attachment A – Council Vision, Mission & Goals

C.L. “BUTCH” OTTER
Governor



TIM KOMBEREC
Chair

B.J. SWANSON
Vice Chair

Workforce Development Council

VISION • MISSION • GOALS

VISION

Idaho will sustain a workforce development system that will produce an innovative and skilled workforce that allows business to thrive and provides economic opportunity to Idaho workers and their families.

MISSION

The Workforce Development Council, understanding the unique needs of business, workers and students, will make policy recommendations to the Governor and the Board of Education and will facilitate coordination of an integrated Idaho workforce development system.

GOALS

- GOAL 1** Create jobs that sustain Idaho workers and grow the economy
- GOAL 2** Facilitate development of an Idaho workforce that is highly skilled, committed to continuous learning and aware of opportunities available in the marketplace
- GOAL 3** Support a comprehensive education and workforce delivery system
- GOAL 4** Improve awareness of the workforce system among employers, workers, partners and policy makers and expand its use and effectiveness

GOAL 1 CREATE JOBS THAT SUSTAIN IDAHO WORKERS AND GROW THE ECONOMY

- Measure Reduce Idaho's unemployment rate by 40 percent by 2015.**
Benchmark: July 2011 Unemployment Rate* of 8.9 percent (2010 annual average: 8.8 percent)
**Idaho's official, published "Unemployment Rate" is defined as the total unemployed as a percent of the civilian labor force.*
- Measure Reduce Idaho's underemployment rate by 40 percent by 2015.**
Benchmark: The 2010 Underemployment Rate* was 16.4 percent.
**The "Underemployment Rate" is defined as total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percent of the civilian labor force.*
- Measure Create 40,000 jobs with at least two-thirds with \$12 or better wage rates with health benefits by 2015.**
Benchmark: Annual average number of jobs for 2010: 603,600
- Measure Attain the Governor's "Project 60" goal by 2015.**
Benchmark: \$53.7 billion in GDP for 2009

Strategies

- A. Align workforce and education services to business needs and priorities by adopting a "sector strategy" approach that:
 - Targets key industries
 - Builds partnership among employers, education and workforce providers
 - Identifies and addresses training needs of business
 - Leverages public and private resources
 - Establishes expansion targets for each industry
- B. Support the creation of a longitudinal data system and other initiatives to improve workforce information for critical business decision-making within targeted industries (i.e., primary care initiative, green initiative) and selected sectors (health care, advanced manufacturing, energy and technology as it relates to renewable energy, software, agri-science and health science).
- C. Promote policies for the Workforce Development Training Fund to assist with the creation of jobs and retention of Idaho's workforce.
- D. Support adoption of incentives that encourage the hiring of new employees.
- E. Engage employers to expand work-based learning opportunities such as internships, on-the-job training, work experiences and apprenticeships to improve workplace readiness and occupational skills.

- F. Maintain a quality One-Stop Career Center system that connects employer and workers to workforce services.
- G. Encourage employers to increase hiring by promoting the Governor's "Hire One" initiative and consider opportunities for other campaigns such as a "180 Degree Turn-around Campaign" or a "Using Technology to Turn 180 Degrees" campaign that builds on Project 60, increasing the attainment of degrees and credentials for 60 percent of the workforce and reducing unemployment to 60 percent of current levels.
- H. Adopt practices such as promotion of the quality Idaho workforce to create opportunities to retain Idaho's under-employed workers.
- I. Expand opportunities for innovation and employment in emerging industries such as technology, innovation and green through the "Grow Green" sector and other initiatives.
- J. Support the efforts of the Idaho Technology Council in their development of iGEM (Idaho Global Entrepreneurial Mission) to create a more dynamic research and tech transfer infrastructure that enables the growth and success of innovation in our state by identifying and connecting resources geared toward the development, transfer and implementation of advanced technology.

GOAL 2 FACILITATE DEVELOPMENT OF AN IDAHO WORKFORCE THAT IS HIGHLY SKILLED, COMMITTED TO CONTINUOUS LEARNING, AND AWARE OF OPPORTUNITIES AVAILABLE IN THE MARKET-PLACE

Measure Increase Idaho's "go-to-college" rate, including all postsecondary education, by 30 percent by 2018.

Benchmark: Currently, 49 percent of Idaho's secondary students go to postsecondary education. *Source: National Center for Higher Education Management Systems*

Measure Reduce the need for remediation for new college entrants by 50 percent by 2020.

Benchmarks:

- Full time students who have been out of high school less than 12 months who need remediation – 40.3 percent (2009-10)
- Full time students who have been out of high school over 12 months who need remediation – 39.4 percent (2008-09)
- All other students who need remediation – 26 percent (2008-09 data)

Source: National Center for Higher Education Management Systems

Measure **Ensure that 60 percent of Idaho workers obtain a certificate, industry recognized credential, apprenticeship or degree beyond high school by 2020.**
Benchmark: Currently, 30 percent of Idahoans 18 to 64 years old have an Associate's degree or more in educational attainment. Another 30 percent had "some college or no degree." *Source: 2009 U.S. Census survey*

Strategies

- A. Ensure that students and adults are aware of career choices available to them:
 - 1. Make e-CIS and other career information universally available
 - 2. Provide access to trained career facilitators and counselors to assist in career decision making
 - 3. Encourage students and adults to consider careers where they are under-represented
 - 4. Expand the use of technology to train facilitators, counselors and other staff who provide guidance to students and career changers
 - 5. Expand access/awareness through career fairs, on-site or guided exploration, mentoring or other career showcase opportunities
 - 6. Utilize senior executives, trade associations and others to expand awareness of need for further learning
 - 7. Explore use of the Idaho Education Network and social media to expand awareness of careers and job opportunities
- B. Promote strategies that ensure students are college and career ready by:
 - 1. Increasing access to quality early childhood education
 - 2. Expanding access and use of technology, including the Idaho Education Network and online learning to bring a more robust range of academic and career education services to all students
 - 3. Increasing access to advanced placement, dual credits and other opportunities to encourage college attendance
 - 4. Providing a safety net to retain or return at risk students to the classroom
 - 5. Align high school graduation requirements with postsecondary entrance requirements
- C. Enhance opportunities for lifelong learning by expanding delivery options such as stackable credentials, compressed scheduling, on-line and distance learning, modularized curriculum and other alternative learning modalities.
- D. Identify and promote career pathways within occupations to enhance career options and ease transitions.
- E. Support entrepreneurial workforce expansion to spur innovation and increase employment.

- F. Expand articulation agreements to increase transitions among secondary and postsecondary programs.
- G. Increase options to integrate adult basic skills and English language training with occupational/technical training to facilitate entry of students to postsecondary education and technical training programs.
- H. Support reforms to increase skills in STEM subjects (science, technology, engineering and math) including applied academics.
- I. Encourage students and adults to obtain continuing education by providing information and supporting such efforts as the Albertson Foundation's "Go-On" campaign.
- J. Provide access to low-skilled and at-risk youth and adults, dislocated workers and others with barriers to a full range of information and supports to prepare for work that leads to economic self-sufficiency.
- K. Explore alternatives to improve employment rates for unemployment insurance claimants through initiatives such as a "work share" or other options.
- L. Encourage the use of workplace flexibility options such as job sharing, job restructuring, part-time worker pools, flex-time and telecommuting to increase employment opportunities and retain quality workers.
- M. Promote employment practices and workplace environments that encourage a culture of diversity and inclusiveness.

GOAL 3 SUPPORT A COMPREHENSIVE EDUCATION AND WORKFORCE DELIVERY SYSTEM

Measure **Idaho's Workforce Development System will meet or exceed program performance measures.**

Measure **Establish sector partnerships for each of the targeted industries (health care, technology, energy and advanced manufacturing) by 2012.**

Strategies

- A. Maintain a quality One-Stop Career System that connects employers and workers and facilitates access to workforce services, education services and information.
- B. Enhance coordination among workforce system partners and streamline services by eliminating duplication and ineffective or unnecessary practices.

- C. Continue to expand opportunities to partner with libraries, foundations and others to increase access to information and services in all communities across the state.
- D. Provide access to information, financial aid and other supportive services that allow all workers to obtain education and training leading to employment.
- E. Coordinate a system of work supports for low-income workers to help them stay employed and move toward economic self-sufficiency (e.g. food stamps, child care, housing) and provide safety nets to those who are in transition in the workforce.
- F. Support bridge program development for underprepared youth and adults.
- G. Support a comprehensive educational system for all students K-16+ that includes rigorous school-based learning and relevant work-based learning.
- H. Improve the effectiveness of the workforce system through the creation of an accountability system that includes:
 - 1. Implementation of common core measures in K-12 education
 - 2. Implementation of a longitudinal data system that interfaces with the workforce system to track outcomes of Idaho student achievements and program success
- I. Identify the short and long-term implications of Idaho's aging workforce, associated pipeline issues and potential solutions.
- J. Increase the civic engagement of Idahoans in volunteer activities to ameliorate the impact of budget shortfalls in education, social services and other critical areas.

GOAL 4 IMPROVE AWARENESS OF THE WORKFORCE SYSTEM AMONG EMPLOYERS, WORKERS, PARTNERS AND POLICY MAKERS AND EXPAND ITS USE AND EFFECTIVENESS

Measure **Establish a measure of Idahoans who are aware of the resources available through the Workforce system.**
 Benchmark: The Department of Labor is conducting a survey of Idahoans during 2011 to establish a benchmark of awareness of the workforce system.

Measure **Increase the use of the *IdahoWorks* labor exchange system to list jobs by employers as a percentage of all new hires by 10 percent by 2015.**
 Benchmark: During calendar year 2010 employers listed 68,853 job openings within the Idaho Works system and reported 141,108 new hires during the same calendar year. This is a 49 percent "penetration rate" of job openings compared to new hires.

Strategies

- A. Conduct periodic surveys to assess access, awareness, perceptions and use of the workforce system.
- B. Review and report use rates of the workforce system.
- C. Develop and implement an outreach plan for the workforce system.
- D. Meet regularly with the Governor, State Board of Education and other policy makers to present progress reports and make recommendations for improvements.

Attachment B – Educational Attainment Task Force Membership

The following Workforce Development Council members and issue experts have been invited to serve as members of the task force:

CO-CHAIRS

Tim Komberec*	President – Empire Airlines & Chair – Workforce Development Council
Bert Glandon*	President – College of Western Idaho

MEMBERS

Steven Albiston	President – Eastern Idaho Technical College
Jerry Beck*	President – College of Southern Idaho
Linda Clark*	Superintendent – Meridian School District
Joe Dunlap	President – North Idaho College
Margaret Henbest	Executive Director – Idaho Alliance of Leaders in Nursing
Bob Lokken	President – White Cloud Analytics
Jamie MacMillan	Executive Director – Albertson’s Foundation
Mike Nelson*	Human Resources Director – Premier Technology
Diana Lachiondo	Executive Director – Idaho Business Coalition for Educational Excellence
Alex LeBeau*	President – Idaho Association of Commerce & Industry
Rob Lohrmeyer	Dean – Lewis & Clark State College
Roger Madsen*	Director – Idaho Department of Labor
Rian VanLuven*	State President – AFL-CIO
Scott Rasmussen	Dean – College of Technology, Idaho State University
Karla Robinson	Human Resource Director – High Desert Milk
Mike Rush*	Executive Director – Idaho State Board of Education
Jeff Sayer*	Director – Idaho Department of Commerce
Todd Schwarz	State Administrator – Division of Professional Technical Education

** Workforce Development Council members*

TASKFORCE STAFF

Dwight Johnson	Lead Staff – Workforce Development Council
Allison McClintick	Policy Manager – Office of the State Board of Education
David Barnes	Training Development Manager – Idaho Department of Labor
Tammy Ackerland	Executive Assistant – Division of Professional Technical Education
Pat Nelson	Administrative Assistant – Idaho Department of Labor

Attachment C – PY2012 WIA Program Allocations

STATE ALLOCATIONS:

Adult	\$3,566,489
Youth	\$4,027,145
Dislocated Worker	\$4,848,656

AREA ALLOCATIONS:

	Adult	Youth	Dislocated Worker
Area 1	\$ 853,818	\$ 861,185	\$ 848,524
Area 2	\$ 449,271	\$ 542,497	\$ 171,093
Area 3	\$ 1,229,904	\$ 1,365,041	\$ 1,585,941
Area 4	\$ 321,537	\$ 356,563	\$ 308,987
Area 5	\$ 256,484	\$ 298,412	\$ 236,691
Area 6	\$ 277,152	\$ 402,090	\$ 242,825
TOTALS	\$ 3,388,166	\$ 3,825,788	\$ 3,394,061

Attachment D – Administrative Waivers

The following is a list of previously approved administrative waivers currently in place in Idaho's WIA/W-P State Plan. Idaho wishes to request the waivers listed below be resubmitted via the new PY2012 Five-Year Strategic WIA/W-P State Plan.

1. To waive the time limit on period of initial eligibility for training providers (20 CFR 663.50)
2. To use common measures reporting (WIA Section 136(b))
3. To allow the Workforce Development Council to serve as a local board for the statewide planning region (20 CFR 661.300(f))
4. To exempt from the competition/procurement for the follow-up, support services and work experience components, to include internship and summer work experience, and having those services categorized as part of the design framework (WIA Section 123, Section 117(h)(4)(B)(i), and 20 CFR Part 664.400)
5. To exempt from the prohibition on using WIA youth dollars to fund Individual Training Accounts (ITAs) for youth (WIA Section 129 and 29 CFR 664.510)
6. To increase the employer reimbursement rate for On-the-Job Training Participation (WIA Section 101(31)(B) and 20 CFR 663.170)

Attachment E – Proposed Performance Targets

IDAHO WORKFORCE INVESTMENT ACT AND WAGNER PEYSER

PERFORMANCE GOALS FOR PY 2012

	PY 12
WIA Adult Program	
1. Entered Employment Rate	78.6%
2. Employment Retention Rate	83.9%
3. Average Six Months Earnings	\$11,687
WIA Dislocated Worker Program	
4. Entered Employment Rate	83.8%
5. Employment Retention Rate	89.3%
6. Average Six Months Earnings	\$14,224
WIA Youth Program	
7. Placement in Employment or Education	65.8%
8. Attainment of a Degree or Certificate	78.3%
9. Literacy and Numeracy Gains	22.1%
Wagner Peyser	
1. Entered Employment Rate	60.0%
2. Employment Retention Rate	67.0%
3. Average Six Months Earnings	\$12,800

Rev. 6/27/2012

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